



The London Institute for
Contemporary Christianity



APPOINTMENT OF

Director of
Philanthropy



'If we want to see our churches revitalised and society changed, we need to equip each other to live as followers of Jesus in all of life, wherever we are, every day of the week – not just on Sundays.'

A note from the CEO

Thank you for your interest in this Director of Philanthropy role.

This is an exciting season for LICC. I've never been more convinced about the importance of the whole-life discipleship cause, or more excited by the opportunities open to us.

Despite all the challenges across the church and society, we're seeing significant growth – growth in the appetite for the whole-life vision, not least amongst 18–35-year-olds; growth in engagement with our content and events; and growth in financial support for our mission. We are deeply grateful for God's provision and the amazing generosity of our expanding supporter base.

It is such a privilege to lead an outstanding team of skilled and experienced people who are committed to serving God, each other, and the whole church.

So, if you're committed to being a whole-life disciple of Jesus personally, excited about growing LICC's mission, and experienced at rolling up your sleeves and raising significant funds for a vital cause, please prayerfully consider applying for this role. It could be one of the best things you've ever done!

I look forward to meeting you.

A handwritten signature in black ink that reads "Paul Woolley". The signature is written in a cursive, flowing style with a long, sweeping underline that curves back under the name.

Paul Woolley
CEO

About LICC

'We can glorify God by doing our work in such a way that we make the invisible God visible by what we do and how we do it.'

—John Mark Comer



Imagine if every Christian lived their life as Jesus would.

It would transform the people and places around them. It would change their organisations, communities, and societies. And it would change the world – as God works in and through them, right where they are.

But most Christians tell us they have neither the vision nor the tools for the task. That's where LICC comes in. We're here to empower Christians to relate the good news of Jesus to all of life. We work to help people know God more deeply, and bring his wisdom, grace, and truth to everything they do, wherever they are – at work, at college, and at home; in the pub, the shops, and the gym; on social media, in the office, and out with friends.

We call this 'whole-life discipleship'. It looks like bearing fruit in every sphere of life: making good work, modelling godly character, ministering grace and love, moulding culture, and being a mouthpiece for truth and justice and a messenger of the gospel. It's about being fully alive.

To make it happen, we work with individuals, church leaders, and those who train them, partnering with organisations across denominations and networks. We delve into the Bible, think hard about contemporary culture, and listen carefully to God's people, exploring the challenges and opportunities they face.

What we do comes out of what we learn. Creative communications, resources, events, training, articles, books, films, stories, and more – all designed to support whole-life discipleship.

Jesus calls people into a movement of hope that will bring life to every human being and the entire planet. Today, the need for whole-life disciples is as great as ever. Could you help us as we work to engage over a million Christians with this whole-life vision?

LICC was established by John Stott in 1982 to help Christians integrate the gospel in all of life and see the gospel impact the wider world. Today, we are a mainly London-based team of 30 staff plus volunteers and associates.



Our values



At LICC, we aspire to embody and exhibit these values in all we do as we join in God's mission to cultivate whole-life disciples.

WISDOM

We prayerfully discern at the meeting of God's word, the world, and one another's stories the time and place we're in, and search out what makes for fruitfulness right now.

AUTHENTICITY

We're real and true to our purpose, living out and landing all we do and say in everyday contexts which are relevant to each disciple's frontline.

CREATIVITY

We seek fresh and prophetic words and ways of communicating the call to whole-life discipleship that cut through the noise of this cultural moment.

GENEROSITY

We cheerfully give and receive time, talents, resources, and encouragement out of love for one another, collaborating for kingdom wins bigger than ourselves.

EXCELLENCE

We seek quality in all we do and Christlikeness in all we are, emerging from a desire to glorify God and serve his people in a team effort. Love is our most excellent way.



Our strategy & finances



We are seeking to appoint a dynamic and experienced Director of Philanthropy to support the growth of our mission and income. You will be responsible for significantly increasing the level of giving through restricted and unrestricted sources, cultivating positive relationships with donors, sponsors, high-net-worth individuals, charities, trusts, and foundations. This position requires a strategic thinker with exceptional leadership and people skills, a strong track record in fundraising, and a passion for our cause.

LICC is in the third year of an ambitious strategy to engage one million Christians with a vision for whole-life discipleship by 2027. There are well-defined goals and a strong team is in place to execute this strategic plan. There are ambitious funding goals required to deliver our vision, and the Director of Philanthropy will lead on developing and delivering a plan to ensure funding is an enabler rather than a constraint to growth.

Our current strategy

Audacious goal

By 2027, we aim to engage a million Christians with the vision of whole-life discipleship.

Our audience

Christians, with a strategic focus on those aged 18 to 35.

Strategic priorities

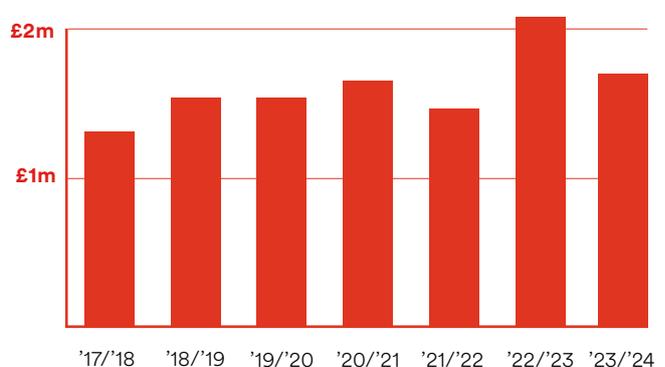
This audacious goal breaks down into four strategic priorities:

1. Inspire Christians to see how their everyday frontlines matter to God and equip them for fruitfulness.
2. Embed whole-life discipling in the life of the gathered church.
3. Help individuals understand their culture, grapple with complex issues, and live wisely in our time.
4. Grow confidence in the Bible, its whole-life relevance, and its practical application.

LICC's finances

By God's grace, LICC has a long track record of financial health, and the Director of Philanthropy will cultivate and steward the broad network of loyal supporters, as well as identify and deliver new opportunities for growth.

Income years	Donations & legacies	Total income	Voluntary income
2017/18	£1.13m	£1.3m	87%
2018/19	£1.33m	£1.52m	88%
2019/20	£1.31m	£1.52m	86%
2020/21	£1.54m	£1.64m	94%
2021/22	£1.34m	£1.45m	92%
2022/23	£1.89m	£2.05m	92%
2023/24	£1.53m	£1.7 m	91%

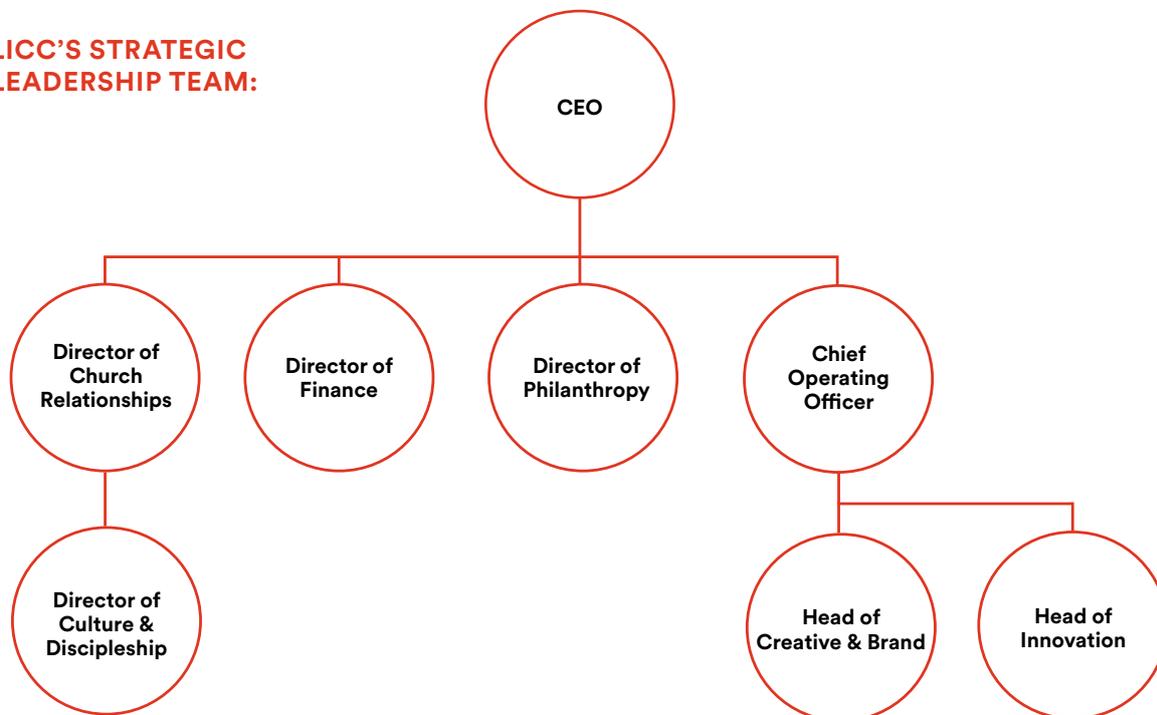


The Director of Philanthropy role



This is a senior appointment reporting to the CEO. The role serves as a member of the Strategic Leadership Team (SLT), participates in the Finance and Operations Committee of the Board of Trustees, and attends Board of Trustees meetings as required.

LICC'S STRATEGIC LEADERSHIP TEAM:



It has two direct reports: the Head of Individual Giving and Supporter Communications and the Head of Trusts and Foundations.

The Director of Philanthropy will spearhead LICC's efforts to substantially grow its voluntary income, driving a transformative fundraising strategy to enable the organisation to broaden the reach and impact of its mission.

Working in close partnership with the CEO and leading a dedicated team, the Director will oversee all streams of voluntary income, from major gifts

and individual donations to support from trusts and foundations. This leader will ensure each fundraising effort resonates deeply with LICC's mission of empowering whole-life discipleship, inspiring support that fuels lasting change.

The role involves cultivating and strengthening relationships with existing and prospective donors, identifying new funding opportunities, and preparing compelling funding applications and reports.

Key responsibilities

1. Strategic leadership

- Develop, implement, and refine a robust fundraising strategy that supports LICC's mission and long-term sustainability.
- Work closely with the CEO and strategic leadership team to align fundraising activities with the organisation's vision and priorities.
- Develop a culture of philanthropy across the organisation, ensuring donor-centred relationship management and communications.
- Set and monitor targets, reporting on progress to the CEO and Board of Trustees.
- Be an ambassador for LICC and its whole-life discipleship mission through modelling the values of LICC: generosity, wisdom, authenticity, creativity, and excellence.

2. Major donor engagement

- Build, nurture, and deepen relationships with high-net-worth individuals, churches, and other key donors, ensuring they are inspired by and committed to LICC's vision.
- Collaborate with the CEO on major donor cultivation and stewardship, helping to grow and diversify the organisation's network of supporters.
- Lead on the development and execution of tailored major gift strategies, including face-to-face meetings, events, and personalised communications.
- Develop and keep up-to-date strong and compelling cases for support.

3. Team leadership and development

- Manage the fundraising team, including the Head of Individual Giving and Supporter Communications and the Head of Trusts and Foundations.
- Ensure each team member has clear objectives and responsibilities, supporting their professional growth and development.
- Foster a culture of accountability, creativity, and collaboration across the whole staff team.

4. Fundraising campaigns and communications

- Lead the development and implementation of campaigns and support journeys that grow LICC's income from individual giving.
- Ensure all supporter communications are compelling, consistent with LICC's voice, and strengthen relationships with donors at all levels.
- Collaborate with the Communications team to ensure alignment between fundraising and organisational messaging.
- Evaluate the effectiveness of fundraising campaigns and events to optimise future efforts.

5. Trusts, foundations, and legacies

- Oversee the Head of Trusts and Foundations in identifying, cultivating, and securing grants from charitable trusts and foundations.
- Ensure excellent grant reporting and relationship management to maintain and grow income from these sources.
- Oversee the development of updated legacy materials and a legacy campaign.

6. Operational and financial oversight

- Ensure effective use of our CRM system (Donorfy) to support fundraising efforts, ensuring relevant data is extracted to inform strategic decision-making and prioritisation.
- Develop and manage the fundraising budget, ensuring efficient use of resources and maximising return on investment.
- Ensure that all fundraising activities are conducted in line with best practice, regulatory requirements, and LICC's values.

Requirements & qualities

Essential experience and skills

- Demonstrated experience in developing and implementing successful fundraising or sales strategies across multiple income streams.
- Proven track record in securing significant gifts and building long-term donor relationships.
- Strong leadership skills, with experience managing and motivating a small team to deliver against ambitious targets.
- Excellent interpersonal and communication skills, with the ability to inspire and engage a wide range of audiences.
- Ability to work collaboratively with senior leaders, staff, and volunteers, while also being a proactive and hands-on leader.
- Strong project management skills, with the ability to juggle competing priorities and meet deadlines.

Desirable

- Knowledge of the Christian philanthropic landscape, understanding of different denominations and networks, and experience working with faith-based organisations.
- Understanding and use of Donorfy/CRM systems.

Personal attributes

- Passionate about LICC's mission, with a heart for whole-life disciplemaking.
- A strategic thinker who can also deliver on practical execution.
- Results-orientated with a proactive and determined attitude.
- Strong relational skills with a genuine ability to connect with donors, colleagues, and external partners.
- Highly organised with strong attention to detail.



How to apply

To apply for the role, please contact our recruitment partner using the subject line 'LICC – Director of Philanthropy' on applications@christianjobs.co.uk **by Monday 13 January 2025 at 12pm.**

If you have any questions about the role or about LICC, don't hesitate to get in touch with Rowena Biddlecombe by emailing rowena.biddlecombe@licc.org.uk.

First interviews will take place on Zoom in the week of 20 January 2025. Second interviews will be in person at LICC (St Peter's Vere Street, London, W1G 0DQ) on Tuesday 28 or Wednesday 29 January 2025.

Terms & conditions

This is a full or part-time permanent role from three days a week, based in London with a salary in the range £69,000–£75,000 FTE, depending on experience.

All full-time staff currently work Tuesdays and Wednesdays in the London office, with the flexibility to work from home on other days. Depending on your requirements, we are happy to discuss options for proportion of time in the office and total weekly hours worked at interview.

There are 25 days' holiday per annum (pro rata), with statutory holidays in addition. Three further days' holiday are given between Christmas and New Year. You will be expected to be available for occasional evening events. A 'time off in lieu' arrangement is in place. LICC also offers a contributory company pension scheme and life assurance cover.

This post is subject to an occupational requirement that the post holder is a committed Christian under Part 1 of Schedule 9 to the Equality Act 2010.

You must also have the right to work in the UK.

